

CONSTITUTION OF MUSWELL HILL BAPTIST CHURCH

This Constitution was adopted at a Special Church Meeting on 15 July 2009.

1 THE CHURCH AND ITS NAME

The Church means members of the charitable unincorporated association governed by this constitution and known as MUSWELL HILL BAPTIST CHURCH (or such other name as shall subsequently be adopted by decision of the Church Members' Meeting and with the consent of the Charity Commission).

MUSWELL HILL BAPTIST CHURCH is affiliated to the Baptist Union of Great Britain and Ireland, to the London Baptist Association, to the Evangelical Alliance and to Muswell Hill Churches.

2 PURPOSE

The principal purpose of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

3 BELIEFS

Muswell Hill Baptist Church subscribes to the following Statement of Faith :

We believe in one true God who lives in eternal relationship as Father, Son and Holy Spirit, and who, as creator of all things, rules over the universe in love and grace. In making all people in his image, God declares that all have dignity and worth. Yet by our sin we are eternally separated from Him.

However, God is loving and compassionate and He sent His Son the Lord Jesus Christ, born of the virgin Mary, fully human and fully divine, to take humanity's punishment upon himself. Christ's death and resurrection defeated death, sin and the devil, providing for our forgiveness and an eternal relationship with God through His grace by faith in Christ.

We are part of His universal church – the family of God and our life together is a work of the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness. This new life grows through studying the Bible and our relationship with our brothers and sisters in Christ.

The Bible is the divinely inspired Old and New Testament scriptures, the written Word of God and is fully trustworthy for faith and conduct. As children of God called from all nations, we are to be a missionary people, a light to the world, proclaiming the gospel through words and deeds.

We look forward to the coming of Christ in glory and judgment, through which a new heaven and earth will be established in eternal peace and joy.

We practice believers' baptism by full immersion for those who have confessed faith in the

Lord Jesus Christ.

We acknowledge the Lordship of Christ over His universal church and believe that His will is discerned through the members of the local church under the guidance of the Holy Spirit.

As a member of the Baptist Union the Church subscribes to the Union's Declaration of Principle.

4 ACTIVITIES

4.1 In fulfilling the Purpose the Church will engage in a range of Activities either on its own or with others that will vary from time to time with Activities being initiated, expanded, or closed, as appropriate.

4.2 The Activities may include but are not restricted to:

- regular public worship, prayer, Bible study, preaching and teaching;
- baptism, as described in the Statement of Faith;
- the Communion of the Lord's Supper which shall normally be observed at least once a month;
- evangelism and mission, locally, regionally, nationally and internationally;
- the teaching, encouragement, welcome and inclusion of young people;
- nurture and growth of Christian disciples;
- education and training for Christian and community service;
- giving and encouraging pastoral care;
- supporting and encouraging charitable social action in the United Kingdom and abroad;
- encouraging relationships with and supporting Baptists and other Christians.

4.3 The aim of the Activities of the Church include

- to worship and glorify God; to evangelise the people of the locality with gospel of the Lord Jesus Christ by life and word; to maintain a missionary outreach to the world and to this end strengthen and develop individual Christians by the Word of God.
- to worship and serve God and working together we endeavour to demonstrate the transforming power of Christ, to introduce people to Jesus and to encourage all of us to grow more like him.

4.4 Notwithstanding the appointment of persons to accept responsibility for any of the Activities all individuals, organisations, groups, and committees operating within the life of the Church, and their leaders, shall be accountable to the Charity Trustees and also through any specific direction of the Church Members' Meeting.

5. AFFILIATION AND RELATIONSHIPS

5.1 The Church is a member of the Baptist Union of Great Britain (the Baptist Union), the Evangelical Alliance, the London Baptist Association (the Association) and Muswell Hill Churches.

5.2 The Church will normally promote, encourage, support and advance the work of the Baptist Union, the Association and BMS World Mission through prayer, through financial contributions and, where appropriate, by making personnel available from the membership of the Church. When it is able the Church will also support local Baptist and ecumenical gatherings.

6 BELONGING TO THE CHURCH

6.1 The responsibilities of membership normally include:

- attending worship and participating in Church Activities;
- personal prayer and Bible study;
- participation at the Communion of the Lord's Supper as a privilege and a priority;
- helping the Church whenever possible by using gifts and abilities to advance the Purpose of the church through its Activities;
- attending and participating in Church Members' Meetings;
- giving regular financial support to the Church in proportion to personal resources and circumstances;
- upholding Christian values.

6.2 If there are differences that lead to difficulties between members of the Church (and it is recognised that these will sometimes arise) each member should try to resolve the situation with gentleness and humility following Christian and Biblical principles. It may be necessary for another wise and experienced member of this Church (or if invited a member of a neighbouring Church or representative of the Association) to act as mediator or friend to those seeking to achieve reconciliation.

7 JOINING AND BECOMING A CHURCH MEMBER

7.1 Baptism by immersion upon personal profession of faith in the manner described in the Statement of Faith is the normal mode of entry into the membership of a Baptist church.

7.2 The church adopts an open membership so that persons seeking membership who have not been baptised in the manner described in the Statement of Faith may at the discretion of the Church Members' Meeting be accepted for full membership based on their own public profession of faith.

All applicants shall be encouraged to be baptised by immersion as believers but such Baptism shall not be regarded as essential to Membership.

7.3 Church Membership is open to those who:

- accept the Beliefs of the Church;
- meet the Church's qualification on Baptism;
- commit themselves to serving Christ within the Church and beyond;

- abide by the decisions of the Church Members' Meeting;
- acknowledge their responsibilities as Church Members;
- have their membership application accepted by the Church Members' Meeting.

7.4 A person wishing to become a Church Member shall apply to one of the Minister(s), Elders or Secretary. After being satisfactorily interviewed firstly by the Minister(s), Elders or Secretary and then by two appointed Visitors, and having assented to the Statement of Faith, they will be recommended to the Church Meeting and, if elected, publicly welcomed at the Lord's Table. Visitors shall be appointed by the Minister(s) and/or the Elders or Deacons in their discretion as the need arises.

8 THE MEMBERSHIP LIST

8.1 A list of the current Church Members shall be maintained by the Charity Trustees incorporating routine changes because of additions or deletions arising through death, transfer to another church, resignation, or a resolution by Church Members' Meeting.

8.2 Routine changes to the membership list shall be reported at the next convenient Church Members' Meeting.

8.3 In order to keep the membership list up to date the membership list shall be reviewed at least once every three years when the Church Members' Meeting may resolve to make any appropriate amendments.

The "Friendship File", not featuring in the annual statistical returns, shall also be kept and shall contain the names of former Members who desire to retain a living link with the church.

8.4 At any time, in exceptional circumstances where the conduct of a Member is considered to be contrary to the Purpose and Beliefs of the Church and/or disruptive to the relationships between Members then the Charity Trustees may recommend to a Church Members' Meeting that the membership of that person be reviewed. The Church Members may, after considering the facts, terminate the membership of that person. The Church Member shall be allowed to hear what is said at the Church Members' Meeting, to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing from the meeting so that the Church Members' Meeting may prayerfully and carefully consider whether they should resolve to remove that person's name from the list of Members.

9 CHURCH MEMBERS' MEETINGS

9.1 Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of God in the affairs of the Church.

9.2 The Church Members' Meeting shall have reserved authority in the appointment and removal of a Minister, the appointment and removal of Charity Trustees, decisions related to church property including (without limitation) any purchase, sale, lease, mortgage, or redevelopment of property, the administration of the membership list, and the closure of the Church.

9.3 Any decisions taken under 9.2 in relation to property must comply with the requirements of

statute law and any specific property trusts under which the land and buildings are used and occupied by the church.

10. ORDINARY AND SPECIAL CHURCH MEMBERS' MEETINGS

- 10.1** There are two types of formal Church Members' Meetings, Ordinary Church Members' Meetings and Special Church Members' Meetings.
- 10.2** Ordinary Church Members' Meetings shall be held at regular intervals on not less than four occasions in any calendar year and shall be an opportunity to consider and review routine matters associated with the life of the Church including issues related to church membership, the appointment and dismissal of the Charity Trustees, the approval of the budget, with opportunities for considering proposals from the Charity Trustees or other Church Members for the development of the Church and the advancement of its Purpose through its Activities.
- 10.3** One Ordinary Church Members' Meeting each year shall include the Annual Church Members' Meeting for the Church Members to receive annual accounts and reports, to appoint Auditors or Independent Examiners, and to consider proposals for the strategy and vision of the church in the coming year, with other appropriate matters. The Minister(s), Moderator, Elder(s) and Deacons and the immediate relatives of any of these shall not be eligible for appointment as Auditors or Independent Examiners. Auditors or Independent Examiners, if appointed from the membership shall be two in number. Any member appointed as Auditor or Independent Examiner shall serve for a maximum of four consecutive years. The remuneration (if any) of any person so duly appointed shall be agreed by the Deacons. Subsidiary accounts shall be audited or independently examined annually and presented in summary form to a church Members' Meeting.
- 10.4** A Special Church Members' Meeting shall be convened when necessary to consider the appointment or dismissal of a minister, matters relating to the purchase, sale, lease, mortgage or redevelopment of church property, matters relating to this Constitution, the closure of the church, or matters considered by the Charity Trustees to be of sufficient importance to require the calling of a Special Members' Meeting.

11. CALLING CHURCH MEMBERS' MEETINGS

- 11.1** Church Members' Meetings shall be convened by the Charity Trustees so as to be convenient for as many Church Members as is reasonable.
- 11.2** An Ordinary Church Members' Meeting shall be properly convened if as a minimum requirement the date, time and place for the meeting are publicised at the worship service or services on the previous Sunday (or other regular weekly meeting time when the Church gathers together) with an indication (if possible) of the matters to be considered.
- 11.3** A Special Church Members' Meeting shall be properly convened if as a minimum requirement the date, time and place for the meeting are publicised, with as full an indication of the matters to be considered as possible, at the public worship service or services on the two previous Sundays (or other regular weekly meeting time when the Church gathers together).
- 11.4** Additional meetings whether Special or Ordinary shall be convened by the Charity Trustees as necessary but they shall have specific responsibility to convene a Special Church

Members' Meeting as soon as possible upon the receipt of a written request for a meeting signed by at least one tenth of the church membership or twelve Church Members, whichever is the less.

- 11.5 Apart from invited guests, only Members of the Church shall attend a Church Members' Meeting

12 THE CONDUCT OF CHURCH MEMBERS' MEETINGS

12.1 Worship including prayer and the reading of Scripture shall be a key feature of the Church Members' Meeting. The discussion of any matters affecting the life and activities of the Church shall be set in this context with the intention that, so far as possible, practical issues are not perceived as being separate from the spiritual aspects of the Church.

12.2 A quorum of 20% of the total number of Church Members shall apply to Church Members' Meetings.

12.3 The Church Members' Meeting shall appoint a person (who may or may not be a Minister of the church) to chair the Church Members' Meetings.

12.4 A resolution passed at either an Ordinary Church Members' Meeting or a Special Church Members' Meeting shall not be rescinded within one year, unless notice of the resolution for rescission is given at the Church Members' Meeting prior to that at which there is to be a vote on the resolution to rescind.

12.5 Members desiring to bring forward a matter not on the agenda at either an Ordinary Church Members' Meeting or a Special Church Members' Meeting may do so under "any other business", but if, in the view of the Chairman, it is of major importance no decision shall be taken until the next Meeting.

13 VOTING

13.1 Members shall, so far as possible, seek consensus on all matters considered at a Church Members' Meeting.

13.2 For matters requiring a decision a vote shall be taken and the outcome of the vote recorded as the resolution of the Members.

13.3 Each Member shall have one vote which they may use at the Church Members' Meeting after hearing about the issues and any comments or questions raised by other Members in advance of the vote.

13.4 No proxy votes shall be allowed and no postal votes shall be valid

13.5 If any matter requires a decision affecting or involving individuals and any embarrassment might arise by a public vote then a secret ballot shall be held if requested and agreed by the Church Members' Meeting.

13.6 If a secret ballot is to be held two persons will be appointed as scrutineers to the ballot to count the votes. The person chairing the Church Members' Meeting shall announce the

outcome without necessarily revealing the numbers of votes.

- 13.7** Except for the Appointment of Charity Trustees referred to in clause 15.12 a resolution at an Ordinary Church Members' Meeting shall be carried if supported by a majority of the Members present, entitled to vote and voting.
- 13.8** If there is an equality of votes on any matter at an Ordinary Church Members' Meeting the Chairman of the Meeting shall have a casting vote, but this vote if cast, is to be cast prayerfully, and recognising the conflicting opinions on the matter; generally therefore the resolution will be considered rejected and the matter shall be referred back to the submitter for review and if appropriate resubmission to a subsequent meeting for consideration.
- 13.9** A resolution at a Special Church Members' Meeting shall be carried if supported by at least two thirds of the Members present, entitled to vote and voting.
- 13.10** The Church Members' Meeting or Charity Trustees may want a higher measure of support for a particular resolution but a higher proportion of votes for a resolution shall not override the arrangements in clauses 13.7 or 13.9 unless, before the vote is taken, the Church Members' Meeting passes a further or enabling resolution referring to that particular resolution and specifying the proportion of votes necessary to pass it.
- 13.11** At an Ordinary Church Members Meeting, subject to clause 15.12.2 below, all those persons being Members of the Church and present at the meeting shall be entitled to vote. At a Special Church Members Meeting, those persons being Members of the Church and present at the meeting who have attained the age of eighteen years and have been Members of the Church for a period of six calendar months prior to the meeting shall be entitled to vote.

14 MINUTES

- 14.1** The business conducted at Church Members' Meetings and, in particular, any decisions of the Members shall be recorded in the Minutes for future reference.
- 14.2** The Minutes shall be written or printed and filed in a book or binder set aside for this purpose using materials of sufficient quality to ensure that they survive for many years and shall be kept in a safe place.
- 14.3** Each set of Minutes shall be approved by the Church Members attending the next Church Members' Meeting. They shall have the opportunity to review the Minutes and to correct any errors of fact before a formal vote on the approval of the Minutes is taken. If the Minutes are approved the person chairing the Church Members' Meeting shall confirm the Members' acceptance of the Minutes by signing and dating them as a correct record of the preceding meeting.
- 14.4** The signed Minutes shall be conclusive evidence of the decisions taken at the Church Members' Meeting to which they relate.

15 THE APPOINTMENT AND REMOVAL OF CHARITY TRUSTEES

- 15.1** The statutory definition of Charity Trustees in Section 97(1) of the Charities Act 1993 is "persons having the general control and management of the administration of a charity."

- 15.2** The Church Members' Meeting shall appoint Deacons and Elders to serve, amongst other duties, as Charity Trustees to be responsible for the governance of the Church and where there is a Minister that person is a Charity Trustee because of their role and responsibilities. Subject to any specific or general directions of the Church Members' Meeting and the provisions of clause 9.2, the control management and administration of the Church shall be by the Charity Trustees, save that the Charity Trustees are not required to do anything that would cause them to be in breach of this Constitution or any trustee duty placed upon them as a result of this role.
- 15.3** No person may serve as a Charity Trustee if they are disqualified from so acting within the terms of Section 72 of the Charities Act 1993.
- 15.4** Charity Trustees shall with the possible exception of any newly appointed Minister be chosen from among the Church Members with the maximum number of Charity Trustees being agreed from time to time by the Church Members' Meeting.
- 15.5** In this church it shall be the Minister(s) if any and the Deacons, Elders, Church Secretary and Church Treasurer who together are the Charity Trustees of the Church at the time of adoption of this constitution or the registration of the Charity with the Charity Commission.
- 15.6** The Church Members' Meeting shall confirm the appointment of a Church Secretary and Church Treasurer (or equivalents) each of whom shall be appointed from the Diaconate on the recommendation of the Minister(s), Elders and Deacons. The Church Secretary and Church Treasurer (or equivalents) shall by the nature of their responsibilities be Charity Trustees.
- 15.7** A person (who is not disqualified by statute) may not be a Charity Trustee unless that person has been Baptised in the manner described in the Statement of Faith referred to in clause 3.
- 15.8** A close family member (spouse, parent, child, sibling) of a serving Charity Trustee shall be eligible for appointment as a Charity Trustee.
- 15.9** Charity Trustees shall serve so long as they have the support of the Church Members' Meeting and (except for those in ministerial office) shall be actively appointed and reappointed at least once every four years.
- 15.10** Charity Trustees (except for those in ministerial office) shall be appointed for an initial four year term with the opportunity to be nominated for reappointment at the end of each four year term.
- 15.11** The appointment of Charity Trustees shall be undertaken by processes that are public, clear and open so that all Church Members are enabled to consider prayerfully who should be appointed as Charity Trustees. The process shall ensure that notice is given of any forthcoming election so that subject to clauses 25.3 and 26.3, Church Members may freely nominate prospective Charity Trustees whose names shall be submitted (after they have indicated a willingness to be appointed) for decision to the Church Members with the intention of ensuring that those appointed have a sufficient level of support from them.
- 15.12** In this church:-

15.12.1 Nominations for the role of Charity Trustee other than a Minister shall be made by a Member of the Church to the Church Secretary (or equivalent) not later than three Sundays (or other regular weekly meeting time when the Church gathers together) before the Ordinary Church Members' Meeting at which the election is to be held. Nominations must be submitted in writing with the supporting signature of three other Church Members and the consent of the candidate. No person may nominate more candidates than there are places vacant. Requests for nominations shall be made at all services on the two Sundays (or other regular weekly meeting time when the Church gathers together) immediately before that Sunday when nominations must cease.

15.12.2 Voting shall be by secret ballot at an Ordinary Church Members' Meeting. Those persons being Members of the Church and present at the meeting who have attained the age of eighteen years and have been Members of the Church for a period of six calendar months prior to the meeting shall be entitled to vote. Eligible Church Members shall be asked to vote for those nominated candidates who they believe would serve the church well as Charity Trustees. Each eligible Member may vote for as many nominees as they believe meet this criterion. The number of candidates, being not more than the number of vacancies, receiving the highest number of votes shall be elected provided each candidate shall have received votes from at least two thirds of members present, eligible to vote and voting.

15.13 A technical defect in the appointment of a Charity Trustee of which the Charity Trustees were unaware at the time any decisions were made does not invalidate decisions taken by the Charity Trustees.

15.14 A Special Church Members' Meeting may dismiss any Charity Trustee (except for those in ministerial office) at any time.

15.15 Where a Special Church Members' Meeting is considering the dismissal of a Charity Trustee (except for those in ministerial office) the Charity Trustee shall be allowed to hear what is said to the Church Members' Meeting and to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing so that the Church Members' Meeting may prayerfully and carefully consider whether the appointment should be terminated.

16 RESPONSIBILITIES OF CHARITY TRUSTEES

16.1 The Charity Trustees shall be responsible for the governance of the Church and the fulfilment of the Purpose through its Activities acting according to the will of God as discerned by the Church Members' Meeting and subject to any specific or general directions of the Church Members' Meeting in relation to the matters set out in clause 9.2.

16.2 The Charity Trustees should keep in an appropriate state of repair and maintain suitable insurance against fire and other usual risks all the buildings of the Charity (except those where the responsibility is of a third party where they shall use reasonable endeavours to ensure that the third party does so). They must ensure that suitable public liability and employer's liability insurance is in place.

17 PROCEEDINGS OF CHARITY TRUSTEES

17.1 Worship including prayer and the reading of Scripture shall be key features of any meeting

of the Charity Trustees whose leadership and administration of the church shall be characterised as much by mutual accountability, service, and pastoral care, as by strategic thinking and effective management.

- 17.2 The Charity Trustees shall determine when and how frequently they shall meet provided that they shall convene meetings of the whole group not less than once every two months.
- 17.3 The Charity Trustees shall determine a quorum for their full meetings that shall not be less than two persons or half of their number whichever is the greater number.
- 17.4 Notwithstanding the joint and several responsibilities of all the Charity Trustees and in addition to regular meetings of the whole group they may meet in such sub-groups as are necessary and convenient. Reports of such subgroup meetings must be made to the next full Charity Trustees Meeting.
- 17.5 For matters requiring a decision the Charity Trustees shall, so far as possible, seek consensus on all matters considered at their meetings but where this is not possible a vote shall be taken and the outcome recorded as the resolution of the Charity Trustees.
- 17.6 Each Charity Trustee shall have one vote to be exercised at the meeting.
- 17.7 Every issue may be determined by a simple majority of votes cast at a meeting of the Charity Trustees but if there is an equality of votes on any matter the resolution will be considered rejected and the matter shall be referred back to the submitter for review and if appropriate resubmission to a subsequent meeting for consideration.
- 17.8 The Charity Trustees shall always act in accordance with the provisions of this Constitution and the general law.
- 17.9 Subject to clause 9.3 the Charity Trustees shall act in accordance with the specific directions of the Church Members' Meeting in relation to matters relating to church property including any purchase, sale, lease, mortgage or redevelopment of church property.
- 17.10 Minutes shall be prepared of the proceedings at the meetings of the Charity Trustees including any appointments, the names of those present, the decisions taken, and where appropriate the reasons for the decisions and the Charity Trustees shall decide from time to time whether all or part of these minutes shall be treated as confidential.
- 17.11 Charity Trustees shall respect the confidentiality of their meeting.

18 POWERS OF CHARITY TRUSTEES

- 18.1 The Charity Trustees shall have specific power subject to any general or specific directions of the Church Members' Meeting to apply for and accept grants and to provide security in respect of obligations under grant agreements.
- 18.2 For the avoidance of doubt the Charity Trustees shall have power to borrow money, receive grants, give guarantees and or security for loans, and to make grants or loans of money towards the advancement of the Purpose. In the event of a charge over land and/or buildings being required this must be consistent with provisions in the trusts for the land and with statute law.
- 18.3 For the avoidance of doubt the Charity Trustees shall have power to make grants to other

charities working elsewhere in the United Kingdom and/or other parts of the world.

19 APPLICATION OF INCOME AND CAPITAL

The Charity Trustees must use the income and may use the capital where trusts permit it to be spent to promote the Purpose provided that the Charity Trustees may apply an appropriate reserves policy in accordance with the general law.

20 REMUNERATION OF CHARITY TRUSTEES

20.1 With the exception only of a Minister or Ministers as authorised by clause 23, or a remuneration permitted under clause 20.2, no Charity Trustee (or any person, firm or company connected with the Charity Trustee within the terms of Schedule 5 to the Charities Act 1993, or any subsequent amending legislation) may be paid or receive any other direct or indirect benefit for being a Charity Trustee except the reimbursement of reasonable and proper expenses and other payments permitted by statute or specifically authorised by the Charity Commission.

20.2 Where it is proposed that a Charity Trustee (or person, firm or company, connected with the Charity Trustee) is to be employed or receive remuneration or sell goods or services or any interest in land to the Church and where this gains the approval of the Church Members' Meeting then this shall be permitted only if:

- the Charity Trustee or any person connected with the trustee who may benefit directly or indirectly from the proposed remuneration declares an interest in the proposal before discussion on the matter begins;
- absents himself or herself (or in the case of any connected persons themselves) from any part of any meeting at which the proposal is discussed and takes no part in any discussion of it and is not counted in determining whether any such meeting is quorate;
- does not vote on the proposal;
- the remaining Charity Trustees who do not stand to receive the proposed benefit are satisfied that it is in the interests of the Church to contract with or employ that Charity Trustee (or connected person) rather than another independent person and must record the reason for their decision in the minutes;
- in reaching that decision the Charity Trustees must balance the advantage of contracting with or employing a Trustee against the disadvantage of doing so (especially the loss of the Trustee's services as a result of dealing with the Trustee's conflict of interest);
- The Charity Trustees authorising the proposed transaction comprise a majority of the Charity Trustees body and have not received any such benefit.

21 MINISTERS

21.1 The Church may have a Minister or more than one Minister or no Minister. The Minister or Ministers shall have been immersed as believers in the manner described in the Statement of Faith and be of mature Christian character. Where a Minister is appointed it is expected that they will become a Member of the Church.

21.2 A Minister of this Church shall accept the Beliefs being the Statement of Faith and the Baptist Union's Declaration of Principle.

21.3 The tasks fulfilled by Ministers will vary depending on individual ability and gifting but a Minister is normally expected to be involved in the Activities of the Church with an emphasis on the leading of worship and prayer, the teaching of the Christian faith and the pastoral care of individuals. The Minister shall work with the Church towards achieving its Purpose through its Activities.

21.4 Without prejudice to any legal status afforded to a Minister by statute the Church recognises that the Minister and the Church are in a Covenant relationship based on Christian love and trust and mutual accountability. A Minister shall be in a relationship of mutual accountability with the other Charity Trustees and also with the Church Members.

22 THE APPOINTMENT AND REMOVAL OF MINISTERS

22.1 When the Church is seeking to appoint a Minister it will normally consult the appropriate staff within the Association and follow, so far as practicable, the Baptist Union's procedures and recommended terms for the settlement of Ministers.

22.2 A Minister will be appointed or removed by a resolution of the Church Members at a Special Church Members' Meeting at any time.

22.3 Where a Special Church Members' Meeting is considering the dismissal of a Minister the Minister shall be allowed to hear what is said to the Church Members' Meeting and to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing so that the Church Members' Meeting may prayerfully and carefully consider whether the appointment should be terminated.

22.4 The Church and the Minister shall normally agree 'terms and conditions of appointment' including termination procedures based on the standard terms of appointment published by the Baptist Union of Great Britain.

23 THE REMUNERATION OF MINISTERS

Notwithstanding the fact that any Minister or Ministers appointed by the Church are Charity Trustees they will be entitled to be paid an agreed and reasonable remuneration or stipend out of the funds of the Church.

24 PASTORAL VACANCIES AND THE APPOINTMENT OF A MODERATOR

When there is no appointed Minister the Church Members' Meeting may appoint a person who is a Church Member or a member of another Baptist Church or other suitable person to be the Moderator (but if they do not do so then the Church Members Meeting can resolve to invite the Association to make an appointment of a suitable person) who will hold this office until a new Minister is appointed or until they resign or are released or dismissed by the Church Members' Meeting.

25 ELDERS

25.1 Elders shall have been immersed as believers in the manner described in the Statement of Faith, be Members of the Church and be of mature Christian character.

25.2 Role

They will be responsible, together with the Minister or Minister(s), for:

- (a) The oversight of the preaching, teaching and training of all age groups, maintaining a close link with the Leaders.
- (b) The serving at the Lord's Table, together with the Deacons.
- (c) The pastoral care of the Minister or Ministers (if any).
- (d) The pastoral care of the Members and other members of the congregation.
- (e) The interviewing of those feeling called to a particular service.
- (f) The overseeing of the Church's evangelism.
- (g) Service as Charity Trustees within the terms of this Constitution and the law.
- (h) Such other duties as shall assist the Church in its Activities in fulfilling the Purpose of the Church as may from time to time arise.

25.3 Procedure

- (a) Each nominee will require the support of four Church Members and of the Minister or Ministers (if any), the nominee having first consented to stand for election (or re-election).
- (b) Without prejudice to clause 25.3(a) above, clauses 15 to 20 of this Constitution shall govern the appointment and removal, responsibilities, proceedings and powers of Elders both generally and in their capacity as Charity Trustees.

25.4 Number

The number of Elders will vary in the light of the on-going development of the Church's life.

26 DEACONS

26.1 Deacons shall have been immersed as believers in the manner described in the Statement of Faith, be Members of the Church and be of mature Christian character.

26.2 Role

They will co-operate with the Elders in pastoral caring and in evangelistic outreach, and also be responsible for:

- (a) Handling church finances and making recommendations relating thereto.
- (b) Organising the stewarding and amplification at all church services and meetings.
- (c) Attending to all aspects of the Church buildings and property.
- (d) Serving at the Lord's Table together with the Elders.
- (e) Catering and other administrative arrangements including secretarial work.
- (f) The maintaining of the Church Roll and Friendship File, in conjunction with the Minister(s) and Elders.
- (g) Service as Charity Trustees within the terms of this Constitution and the law.
- (h) Such other duties as shall assist the Church in its Activities in fulfilling the Purpose of the Church as may from time to time arise.

26.3 Procedure

- (a) Each nominee will require the support of four Church Members, the nominee having first consented to stand for election (or re-election).
- (b) Without prejudice to clause 26.3(a) above, clauses 15 to 20 of this Constitution shall

govern the appointment and removal, responsibilities, proceedings and powers of Deacons both generally and in their capacity as Charity Trustees.

26.4 Number

The number of Deacons shall be determined from time to time by the Church meeting.

FINANCE

27.1 The Charity Trustees are jointly and severally responsible for the financial administration of the Church.

27.2 Once in each year the Charity Trustees shall present a budget of subsequent years' projected income and expenditure at a convenient Church Members' Meeting.

28 RECORD KEEPING AND ACCOUNTING

28.1 The Church's annual financial year will run from 1 April to 31 March.

28.2 Financial statements of all Church organisations that form part of the Activities shall be presented to the Charity Trustees and incorporated into the Church's financial statements.

28.3 A statement of the Church Accounts (audited or independently examined as required by law) shall be received by a Church Members' Meeting.

28.4 Financial Records, annual reports and statements of account relating to the Church for the previous six years must be available for inspection by any Charity Trustee.

28.5 The law requires Charity Trustees to make the annual report and accounts available to any person who requests these. The Charity Trustees may make a reasonable charge to cover the administration costs of meeting this request.

29 CONSTITUTION

29.1 A copy of this Constitution will be made available to Church Members and to every applicant for membership with the intention that every Member shall be informed about the organisation of the Church and be enabled to participate in the life of the Church and in Church Members' Meetings.

29.2 No amendment may be made to this Constitution that would have the effect of making the Charity cease to be a charity at law.

29.3 Subject to clauses 29.4 and 29.5 this Constitution may be altered only by a resolution of a Special Church Members' Meeting.

29.4 No amendment may be made to clause 20.2 or 30.2 without the prior written permission of the Charity Commission.

29.5 Notwithstanding the provisions 29.3 and 29.4 a resolution of a Special Church Members' Meeting altering clauses 2, 3, 5, 7.5, 8.1, 9.1, 9.2, 15.2, 15.11, 29.3 or 30.1. shall have no legal effect unless

(a) at least 6 months before the Special Church Members' Meeting at which the resolution is considered, or such shorter period as may be agreed in writing by each of the bodies

referred to in clause 5.1, the Church shall have given to those bodies written notice of the wording of the resolution and

(b) the Church has afforded to those bodies reasonable opportunities, if those bodies so require, for enabling representatives of those bodies to meet representatives of the Church, to make representations to the Church Members' Meeting, and to consider with the Church whether the proposed resolution might be withdrawn, amended or replaced by a different resolution.

30 CLOSURE

30.1 If the Church resolves to close it shall notify the Baptist Union of Great Britain and the Baptist Association.

30.2 If the Church shall resolve to close or shall cease to meet for worship for at least six months the assets of the Church, after the satisfaction of debts and liabilities (not being property assets subject to separate trusts) shall be applied for Christian charitable purposes as decided by a Special Church Members' Meeting or, failing decision in that way, as decided by the Association and notified to the Union.

30.3 The Charity Trustees of Churches that are registered charities shall notify the Charity Commission of any closure or dissolution.

30.4 The property assets shall be dealt with by the holding trustees in accordance with the property trusts.